

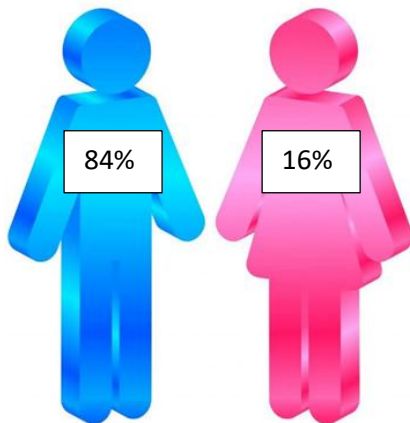
Gender Pay Report

The gender pay gap is the difference in the average hourly wage of men and women across the workforce. It compares the pay of all working men and women, not just those in similar jobs, with similar working patterns, or with similar competencies, qualifications, or experience.

A gender pay gap does not indicate discrimination or an absence of equal pay for equal-value work - it reports a gender representation gap.

Coffey is committed to promoting diversity and inclusion, and we are actively working to improve gender balance within our organisation. Unfortunately, the construction sector sees fewer women graduating with civil engineering or construction-related qualifications compared to their male counterparts. As a result, the pool of graduates is not gender-balanced and women are also underrepresented in apprenticeships.

Closing the gender pay gap is a long-term goal and achieving it will involve implementing action plans that lead to gradual changes over time. However, promoting gender balance is not only a social responsibility but also a smart business strategy that is worth pursuing. Since the last report, we have increased our female workforce in Ireland by 6%, while our male employee numbers have decreased by 4.6%.



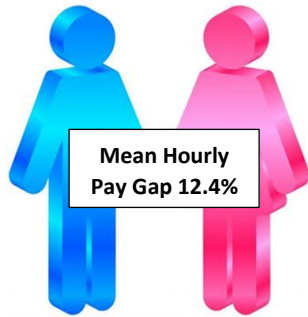
This snapshot reflects data captured between June 30, 2023, and June 30, 2024.

Our percentage of female employees is better than 2023 and is also better than other companies in the construction sector. The sector in Q2 2024 had 8.5% female employees (CSO, Nov 2024).

22% of our female staff are in the upper quartile, an improvement compared to 2023, and the percentage is in the lower quartile is reflecting the increased number of female students and graduates.

Gender Pay Snapshot

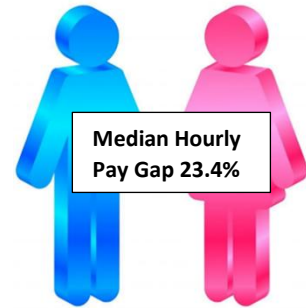
2024	Male	Female
Lower Quartile	21.8	44
Lower Middle Quartile	24.9	22
Upper Middle Quartile	28	12
Upper Quartile	25.3	22



Pay Gap

The pay gaps are affected by the number of women in the business and by overtime paid to site staff covered by the Construction SEO. At present we don't have females in the Construction SEO.

More female graduates and students also contribute to the difference.

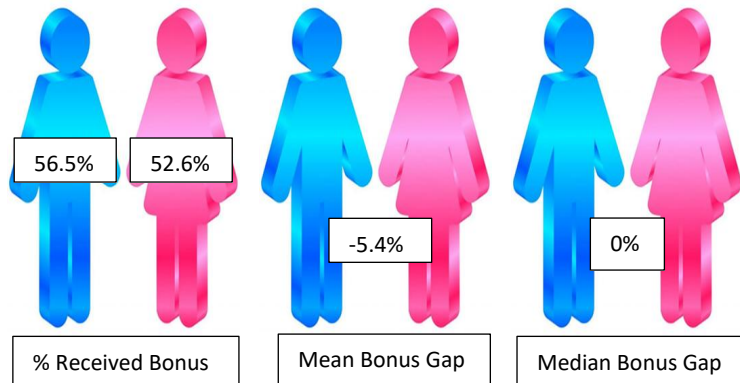


Bonus

The bonus gap is linked to start dates and the values issued.

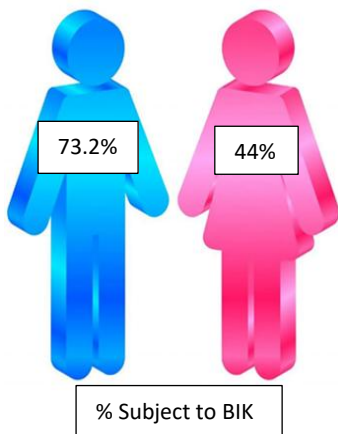
In Coffey we have issued vouchers in advance of the Christmas period to all staff and values are linked to if someone was in or out of their probationary period.

Bonuses are also given to members of the leadership and are directly linked to the performance of their assigned projects.



The percentage of women receiving this payment increased by 10% compared to 2024, and the overall gap was positive towards women for the first time compared to 2023.

Benefit in Kind

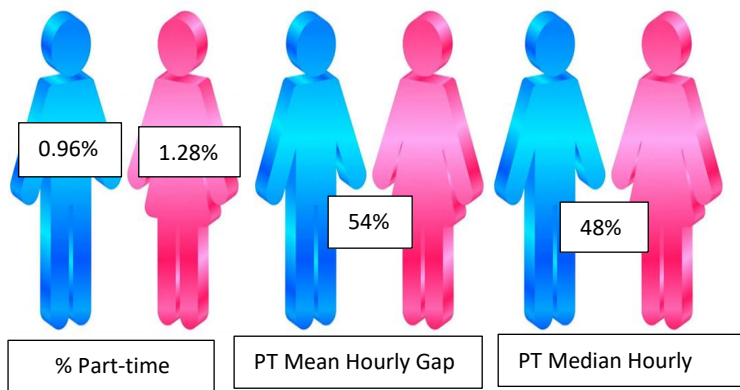


BIK or Benefit in Kind is any non-cash benefit of monetary value a company provides to an employee. These benefits can also be referred to as notional pay, fringe benefits or perks.

These include benefits such as company-provided accommodation, awards due to staff suggestion schemes, company cars and vans, healthcare insurance, fuel cards, and subscriptions to a professional body where membership is not a requirement for the job.

The benefits have monetary value and must be treated as taxable income.

The number of females subject to BIK has doubled since the last report.



Part-Time

More females participate in part-time arrangements than males, although there was a slight increase in part-time males for the reporting period.

The females are in the lower and lower middle quartiles. The males are in the upper and upper middle quartiles.

In Coffey we are continuing to build on our strategy to promote Coffey and the Construction sector in general as an excellent career opportunity whether it is in engineering or as an apprentice.

Understanding the Gap

The disparity in the gender pay gap in Coffey is primarily due to the following factors:

1. **Industry Demographics:** Civil engineering has historically been a male-dominated field. As of Q2, 2024, the CSO reported that only 8.5% of those working in construction were women. Women occupy 7.7% of our engineering roles, a slight improvement on last year's report. This uneven representation in higher-paying technical roles significantly contributes to the gender pay gap.
2. **Seniority and Experience:** Most of our senior roles are occupied by men who have been in the industry longer. This reflects past hiring practices, where fewer women were in the pipeline for these roles.
3. **Part-Time Work and Career Breaks:** We have observed that more women than men opt for part-time roles or take career breaks, primarily for family reasons. This impacts the average earnings of women in our company.

Measures to Reduce the Gap

Tackling the gender pay gap is essential for fairness and equality, and it's also a vital strategic goal that will drive Coffey's success and growth. We are committed to implementing a range of measures to reduce this gap:

1. **Targeted Recruitment:** To balance the demographics in our engineering roles, we will actively seek to recruit more women into these positions. This includes partnerships with universities and offering internships to female engineering students. We have also revamped our job advertisements to ensure that they are appealing and accessible to a diverse range of candidates. This includes using inclusive language and highlighting our commitment to diversity and inclusion within the workplace.
2. **Mentorship and Career Development Programs:** We have established mentorship programs to help women navigate their career paths within the company. Additionally, we ensure equal access to training and professional development opportunities to better prepare women for

senior roles. We offer executive coaching programs for senior staff of both genders, as well as customised Coffey Management programs tailored to our sector and staff needs.

3. **Flexible Working Options:** We recognise the importance of work-life balance and offer flexible working options. This includes promoting part-time schedules, flexible hours, and hybrid arrangements where possible, ensuring that career progression opportunities remain unaffected.
4. **Review and Adjust Pay Structures:** We review our pay structures twice a year to ensure equitable pay across all genders in every role and level. This process involves analysing roles, responsibilities, and performance to identify and correct any disparities.
5. **Creating an Inclusive Culture:** To foster an environment where women feel valued and supported, we will continue to implement initiatives to promote gender diversity and inclusion. For example, “Unlimited@Coffey,” our women’s network, helps ensure diverse representation in decision-making bodies within the company.

What Happened so Far:

Best Employer

Coffey has made significant strides in promoting gender diversity within our workforce, achieving a 25% increase in female staff in Ireland since 2023. Through our engaging social media campaigns, we have proudly showcased our commitment to being a female-friendly organisation that fosters career progression and champions family-friendly policies. In May 2024, these efforts were recognised when Coffey was ranked 5th in Ireland’s Best Employer Award 2024 in the prestigious 2024 Sunday Independent/Statista survey, and was ranked number one as Best Employer in the Construction Sector.

Unlimited@Coffey

Established in 2022, Unlimited@Coffey continues to be proactive in giving input to leadership and promoting construction roles as excellent careers for women. The group also shares ideas on new initiatives to support women’s careers in Coffey and continues to run educational briefings within the business.

Employee Wellness

Coffey launched a well-being series this year encompassing four pillars: Professional, Mental, Physical, and Financial Wellness. Throughout this series, various talks were held, with topics pertaining to both genders highlighted.

Family Friendly Work Arrangements

Coffey, a family business, offers family-friendly working arrangements such as hybrid working for non-site-based roles. We pay enhanced maternity pay. In recent years, we increased the number of annual leave days, reduced hours worked on-site and introduced enhanced paid paternity leave. Coffey provides a summer hours program which aims to promote an improved work-life balance and more family time where possible for our team members. These steps will help to support our team members at every stage of the family life cycle and recognise that the modern family comes in many forms. We also have an Employee Assistance Program in place.

Female Talent Development

Coffey is committed to increasing and developing female talent across the organisation and in leadership positions, despite fewer females in the construction sector. We also introduced executive coaching for certain roles. We will continue to support women's career development through providing training, paid educational assistance as well as the necessary experiences to facilitate their progression. Almost 20% of our female population have availed of Coffey Educational Assistance support.

Schools and Colleges

In 2024, Coffey partnered with Business in the Community on an education program called the World of Work. This program provides secondary school students with an opportunity to meet volunteers from Coffey and learn about the World of Work. As part of this program, we showcase all talent across Coffey, highlighting where we can female students, graduates, and those who hold technical roles. It is an excellent opportunity for us to educate and promote careers in Construction to young females.

We will continue to conduct outreach programs in mixed schools and girls-only schools, as well as have speakers in the colleges and site visits where possible. For the period of this report, we target schools' careers fairs with a focus on apprenticeships.

In 2024, we celebrated Coffey's 50th year in operation. As part of these celebrations, we invited local schools to visit our premises in Q2. The goal was to educate students about the work that Coffey does and the opportunities available in the sector. We had a dedicated stall focused on engineering opportunities for women within the company, allowing students to ask our female engineers questions about careers in the industry.

We will continue to enhance our presence at college career fairs. During this reporting period, we attended sixteen college fairs. We consistently review our recruitment practices to ensure that we attract a diverse group of candidates.